

NAVSUP Fleet and Industrial Supply Center - Norfolk, Virginia

Supply Chest

April 21, 2006

Ready - Resourceful - Responsive!

Vol. 57 No. 8

FISC Sailors pitch in during NAVSTA Clean the Station Day

Service members and civilians participated in a base-wide Clean the Station Day on Naval Station Norfolk to help improve the quality of life for the thousands of service members and civilians who work and live on the naval base.

With trash bags in hand, hundreds of volunteers fanned out across the base for three hours of methodic cleaning.

The event gave FISC Sailors and civilians the opportunity to join together with the rest of the base population to help make Naval Station Norfolk a cleaner place.

For more photos of FISC Norfolk Sailors helping, see page 6.



Lt. Russell Crocklin (rear) throws the last bag of trash from in front of Building W-143 into a waiting truck for disposal.



Cmdr. Harold "Tracer" Valentine rakes mulch out of a truck during NAVSTA Norfolk's Clean the Station Day.

Hurricane exercise scheduled to prepare for upcoming season

The Atlantic tropical cyclone season runs from June 1 through November 30. In preparation for the hurricane season, COMFLTFORCOM will be conducting its annual hurricane exercise (HURREX 06) April 24 – May 5. HURREX 06 will run 24 hours and will observe a "time out" during the weekend of April 29-30. The exercise will present hurricane threat scenarios and assist commands in "fine tuning" their destructive weather plans, telephone notification systems, etc. To maximize training value, the exercise tropical cyclones will follow artificially constructed tracks designed to impact a variety of locations.

Specific objectives are designed for afloat units, aviation units and shore units. Communications and setting of appropriate tropical cyclone (hurricane) conditions are the primary objectives.

As we prepare for the hurricane season, department directors should take the following steps:

- Review the command Destructive Weather Plan, FISCNORVAINST 3140.1U.
- Ensure departmental checklists/SOP and notification listings to support the plan are current.
- Determine which personnel (if any) are needed during increased hurricane condi-

tions. They must be designated as ALPHA personnel via letter/memo from the applicable department director (or his/her designee).

Additionally, Mr. Spivey has already requested an update to the Destructive Weather Telephone Tree. This telephone tree is an essential tool that enables our Security Control Center (lobby W-143) and the Command Duty Officer to make notifications of changing tropical cyclone conditions.

Questions may be addressed to Mr. Ray Spivey, 443-1517 or Bobby Whittington at 443-1510.

Flash from the Chief ... Joint Professional Military Education

Full-speed ahead on Joint Professional Military Education (JPME) for all Supply Corps officers! NAVADMIN 263/04 established the Professional Military Education (PME) continuum for all naval officers as an essential part of Sea Warrior and the Navy's transformation initiatives. This PME continuum includes, among other requirements, Joint Professional Military Education. JPME provides officers an understanding of the principles of jointness that underpin Seapower 21. It enhances the ability of naval leaders to provide unique and complementary warfighting from the sea to Joint Force commanders.

As Supply Corps officers we must take a leading role in this transformation by making JPME a core requirement for all our officers, especially our future leaders. Therefore, I have decided to lead us down a path where JPME Phase I will now be a requirement for all Supply Corps officers. I understand that implementing this requirement takes time and requires a phasing-in period to give all officers time to ramp up to the new requirement.

The first step I am taking in this process is to make JPME Phase I a requirement for O-5 sea duty screening beginning with the FY 2009 O-5 Sea Board (held in October 2008). This first step is consistent with the Unrestricted Line (URL) community's policy that beginning in FY 2009, JPME Phase I becomes a prerequisite to screen for commander command. This timeline, although aggressive, provides every officer affected

by this change sufficient time to complete JPME Phase I through one of the several education venues available to him or her. It is also important to note that this timeline is driven in part by a recent change that requires the completion of JPME Phase I as a prerequisite to attend a senior level service college starting in FY 2010. After September 2009, senior level service colleges will exclusively teach JPME Phase II. Without mandating JPME Phase I as a screening requirement for Sea Board selection, this senior level service school change would significantly hamper our ability to develop designated Joint Specialty officers (JSO) at both the commander and captain levels.

NAVADMIN 093/05 discusses the options available for naval officers to complete JPME Phase I. To help you get started today in selecting the option that makes the most sense for you, I have decided to include a recap of these options in this Flash. I understand that each of you may be at a different point in your career path, which is why it is important that you select the best option based on your specific needs. The available options are:

War College. In-residence program at the Naval War College, ICAF, or one of the other service war colleges. Completion of a 10-month course of study allows an officer to complete JPME Phase I (and JPME Phase II for senior level service colleges through FY 2009), as well as a masters degree. In-residence opportunities are very limited due to the availability of quotas. Interested offi-



Rear Adm. D. H. Stone

ers should discuss this option with their detailers.

Naval War College - Naval Postgraduate School Partnership. A program that allows all officers, lieutenant and above, who are enrolled in the Naval Postgraduate School, a unique opportunity to complete JPME Phase I while earning a Naval Postgraduate School degree and subspecialty. If the JPME course of instruction is not already imbedded in your selected curriculum (currently only in the 360/361 OA/OL and 819 Supply Chain Management curriculums for the Supply Corps), enrollment is voluntary and pri-

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Supply Chest

Fleet and Industrial Supply Center
1968 Gilbert Street, Suite 600
Norfolk, Virginia 23511-3392
(757) 443-1013/14

Capt. Timothy J. Ross, SC, USN, Commanding Officer
Bob Anderson, Public Affairs Officer/Managing Editor
Jim Kohler, Editor
Bill Pointer, Staff Photographer
Steve Craddock, Staff Graphic Illustrator

This appropriated funds newspaper is an authorized publication for military and civilian personnel of the Fleet and Industrial Supply Center (FISCN), Norfolk, and the Defense Distribution Depot (DDNV), Norfolk. It is published by the FISCN Public Affairs Office, located in building W-143, Naval Station Norfolk. Contents of the Supply Chest are not necessarily the official view of, or endorsement by, the US Navy. The Supply Chest is a bi-weekly publication published in compliance with the provisions of NAVSO P-35. It is a member of the American Forces Press Service and is available on line at www.nor.fisc.navy.mil. Material may be reprinted if proper credit is given. Submit material to the FISC Public Affairs Office, Code 00PA, or call (757) 443-1014 DSN 646-1014; FAX (757) 443-1015. All material is subject to editing.

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ority is given to active duty URL officers. This program requires four courses of classroom work taught by Naval War College faculty. Additional information can be found at the Naval Postgraduate School Web site, www.nps.edu/academics/index.html. Note: Although not part of the NWC-NPS program, students attending postgraduate school at the University of Kansas (Fuels - 811 Program) obtain JPME Phase I through a partnership with the Army Command and Staff College.

Naval War College Fleet Seminar Program. A program of classroom study offered at 19 locations throughout the United States. Seminars convene during the academic year (August through May). Led by NWC faculty members and visiting lecturers, these seminars replicate to a substantial degree both the content and atmosphere of the resident course of study. NAVADMIN 130/04 lists locations and eligibility requirements.

Naval War College Web-enabled Correspondence Program. This program is open to all officers, lieutenant and above, with enrollment priority given to active duty URL officers. Participants work in faculty-led, online seminars. This program takes approximately 18 months to complete. Additional information can be found on the Naval War College, College of Distance Education Web site, cce.nwc.navy.mil/correspo.htm.

Naval War College CD-ROM Based Correspondence Program. This program is very similar to the Web-based program but uses the educational medium of the CD-ROM. The course will take approximately 12 months to complete based on a commitment of 4-6 hours per week. A more detailed description of the program and eligibility requirements can be found in NAVADMIN 210/04.

Air Command and Staff College Non-resident CD-ROM Based Program. This program allows naval officers to participate in the Air Force's JPME Phase I program. This program is authorized for naval officers who are lieutenant commander (selects) and above and is designed for completion in a maximum of 18 months. Additional information can be found at the Air Command and Staff College Web site, www.acsc.maxwell.af.mil, by selecting Distance Learning. Note: This program was previously authorized for all Navy officers, O-3 and above. This has recently changed. Lieutenants currently enrolled will be allowed to complete the course of study. Also, the Air War College Non-residence Studies Program is not currently accredited to grant JPME Phase I credit. Be sure you select the Air Command and Staff College program.

By the actions outlined in this Flash, my expectation is that, over time, completion of JPME Phase I will be viewed as a career milestone for all Supply Corps officers prior to being selected for promotion to commander, much in the same way that we view warfare qualification today as a requirement for all officers prior to selection for promotion to lieutenant commander. If you have any questions regarding this change in requirements or joint education opportunities in general, please contact the Supply Corps Career Counselor LCDR Julius Arnette at julius.arnette@navy.mil.

D. H. STONE
Rear Admiral, SC, USN

NSPS start date still unclear

Although we do not have a firm date for our conversion to the National Security Personnel System (NSPS), I wanted to let you know that DoD has posted two new items to their NSPS Web site at www.cpnis.osd.mil/nsps/. The first is an online NSPS Introductory Course (NSPS 101) for employees in Spiral 1.1 who will convert to NSPS on April 30, 2006. The second is a guidebook, which was developed for Spiral 1.1 activities, but also applies to all other Spiral 1 activities.

It is important to note that COMFISCs was originally in Spiral 1.3; however, since DoD is reviewing their plans for Spirals 1.2 and 1.3, at this time, we are not sure if we will remain in Spiral 1.3.

Also be aware that the NSPS Implementing Issuances have not been finalized. The documents and training available on the NSPS Web site are based on the draft guidelines.

"NSPS 101" provides an overview of the Human Resources elements of NSPS, covering such topics as conversion to NSPS, classification, compensation, performance management, staffing flexibilities, and workforce shaping. It is a web-based course designed to address questions such as, "What happens to me when my position is converted to NSPS?" to "How does the pay-for-performance system work?" NSPS 101 serves as a foundation for ongoing training in instructor-led courses, which will begin shortly before conversion into NSPS. The course also includes a conversion calculator that identifies an employee's career group, pay schedule, pay band and estimate of within-grade increase buy-in.

Please note that the Conversion Calculator in the course works only for Spiral 1.1. COMFISCs employees who want to take the NSPS 101 online course now should use an April 30, 2006 or May 1, 2006 conversion date for the conversion calculator to gain an understanding of how positions will convert to NSPS. The results will be just an example since we do not yet know our date of conversion. If you do take the training, please retain your certificate of course completion in the event the training becomes mandatory.

A training plan/schedule will be developed once we receive confirmation of our target conversion date.

"HR Elements for Managers, Supervisors and Employees — A Guide to NSPS," a new publication developed by the NSPS Program Executive Office, provides you with an overview of the critical elements employees need to understand as they convert to NSPS. The guide includes topics such as pay increases and bonuses, pay bands, and job objectives, to name a few. The guide also includes key terms and definitions employees need to be familiar with as they convert to NSPS. To view the guide, go to www.cpms.osd.mil/nsps/HRMagazineSI.lpdf.

DoD leadership believes they have developed a system that provides the Department with the flexibilities it needs to be more responsive to the ever-changing national security environment, while preserving employee protections and benefits.

The ability to hire more quickly, offer competitive salaries, and compensate employees based on their performance and contribution to the mission will continue to be a DoD goal.

We will keep you informed as the implementation of NSPS progresses. Employees interested in learning more about NSPS should visit the DoD Web site www.cpms.osd.mil/nsps/.

Navy Food Management Team trains cooks of the fleet

CSCS James Gehlhoff, Navy Food Management Team, conducts a knife handling class. Culinary specialists from Atlantic Fleet ships were taught various presentation techniques and creative ways to prepare various foods and garnishes during the two-day class. Students also learned the proper way to safely use and care for a variety of knives.



CS2(SS) James Bryant (kneeling front) and CSCS Del Rosario (front row, fourth from right), Navy Food Management Team, pose with graduates of a recent cake decorating class. Cake decorating students learn creative and innovative techniques for decorating a wide variety of special occasion cakes. A beautifully decorated cake can greatly enhance any special event back at their ship or shore duty station. These are just two of the many classes offered by the Navy Food Management Team. They offer a wide variety of training for Culinary Specialists that not only enhances their skills, but also provides them with industry-wide certifications that they can use after leaving the Navy.

Log on with CAC and PIN now mandatory

To improve network security, the Department of Defense (DoD) has mandated via Instruction 8520.2 the use of the DoD Common Access Card (CAC) and associated Personal Identification Number (PIN) on all unclassified networks (including NMCI). This mandate will be implemented on the NMCI network in the upcoming months. All NMCI users will be affected and will be required to log on to their account using only their CAC and associated PIN. The current process for logging on will be phased out and Users will no longer be able to log on with their NMCI username and password.

Required log on with your CAC and PIN, also known as cryptographic log on (CLO), will be implemented in a phased approach for laptop and desktop users. Initially following implementation, there will be a grace period of ten business days, during which you will be able to log on to your account using either your CAC and PIN or your NMCI username and password. Users' CAC and PIN will be required after the grace period expires. It will then become the only way to log on to the NMCI network.

Remote users take note: Username and password will still be required to gain remote access to NMCI email through Outlook Web Access.

Implementation has begun and will continue in a phased approach until completion. While the implementation is the responsibility of the NMCI Program Office, individual commands must ensure that all users are prepared. This could include resetting CAC PINs or verifying the CAC contains the required digital certificates for users. The NMCI Help Desk cannot assist in resetting CAC PINs or installing certificates.

To ensure that you are prepared to log on using only your CAC and PIN, you should complete three steps. First, you should identify whether your NMCI seat has a CAC reader. If you suspect that your seat does not have a CAC reader, you should immediately contact your IT POC or CTR and the NMCI Help Desk.

Second, you should perform any necessary maintenance on your CAC. This maintenance includes, if necessary, unlocking the CAC, resetting your PIN, and installing the proper Public Key Infrastructure (PKI) digital certificates required for full PKI functionality. To determine whether maintenance is



needed for your CAC and how to perform the maintenance, you should perform the steps listed in the CAC Quick Reference Guide.

Finally, you should complete PKI and CAC training. All users should familiarize themselves with PKI capabilities, policies, procedures, and other resources available on the NMCI Homeport User Information Pages, EDS NMCI User Information, and Navy INFOSEC PKI websites. You should also take the computer-based eLearning course "NMCI Information Security: PKI and CAC" available on the NMCI Homeport User Training/Resources website.

By completing these three steps as soon as possible, you will enable a smooth transition to CAC and PIN log on and assist in maintaining the security of the network.

Look for additional information regarding the mandatory use of CAC and PIN transition and implementation schedule in upcoming User Alerts and Naval message traffic. You can also visit the Cryptographic Log On page for more information or go to NMCI Keyword: CLO.

If you do not remember your PIN, you may go to the Pass and ID Office, Hampton Blvd. and they will help you to reset your CAC for a new PIN. No appointment is necessary.

You may also go to Building A-48, PSD, NAVSTA Norfolk. Once you enter the front door, walk down to the end of the hall, enter the last door on the left. They will reset PINs for civilians, contractors and military without appointments.

You may also go to NAB Little Creek, PSD, located just inside Gate 4. They accept walk-ins only to have PINs reset. To get a CAC issued or reissued, you must go to the website and make an appointment. When you are on the website, select PSD NAB Little Creek.

2006 Transformation Academy announced

This year's NAVSUP Transformation Academy will be held May 31-June 1 at the Naval Support Activity Mechanicsburg, Pa., Officers' Club.

The annual event affords Naval Supply Systems Command (NAVSUP) civilian and military employees the opportunity to learn more about the NAVSUP mission and how it supports the Navy's global supply chain and our warfighters. Started in 1995 and formerly known as the "NAVSUP Academy," the name was changed last year to better reflect the enterprise's ongoing transformation efforts.

Presenters at this year's academy will highlight many of the latest transformation-related initiatives going on throughout the NAVSUP enterprise such as: products and services, Distance Support, Lean Six Sigma, National Security Personnel System, Base Realignment and Closure, Enterprise Resource Planning, and Strategy for Our People.

Participation is limited to 45 seats, allocated based on activity/Headquarters deputy commander priority to ensure equal representation from throughout the NAVSUP enterprise. The academy is open to military and civilian employees of all ranks and grade levels within the NAVSUP enterprise who have not previously attended. It is of particular value for anyone new to NAVSUP. Classes will run from 7:45 a.m. - 4 p.m. each day.

There is no tuition cost or registration fee to attend the academy. Travel costs must be covered by each attendee's activity. Travel/funding approval must be obtained from your chain of command prior to registration.

To register, provide the following information to your training representative as soon as possible. The training representative will forward a prioritized list of attendees via e-mail to richard.rowett@navy.mil by May 5.

Full Name (Last, First, MI):

Activity/Code:

Grade/Rank:

Work phone: COMM DSN

E-mail address:

Supervisor's name:

Your attendance will be confirmed via E-mail no later than May 12.

Naval Station Norfolk Clean the Station Day



SK2 Bryan Reid uses a leaf blower in the FISC Norfolk Parking Lot during Clean the Station day.



SK2 Eric Jones of RSO Norfolk, uses a weed eater to clear weeds from SP-89 during Clean the Station Day.



PC2 Daniel Rodriguez, and PC3 Niashay Board sweep the sidewalk in front of the Navy Regional Mail Center.



PC1 Michael Hendricks, of the Navy Regional Mail Center, uses a gas powered hedge trimmer during Clean the Station Day.

Bravo Zulu



CEAP Corner ... April is National Alcohol Awareness Month

Your Civilian Employee Assistance Program recognizes April as National Alcohol Awareness Month in an effort to provide information for assistance and prevention. As stated in this article from the National Institute of Health, Alcoholism is the number-one drug problem in America and has likely already touched every one of our lives in some way. As recognized by the National Institutes of Health, it is a disease—a life-long chronic struggle. But, there are many resources for help.

According to the National Institute on Alcohol Abuse and Alcoholism (NIAAA), alcohol abuse and alcoholism cut across gender, race, and nationality. Nearly 14 million people in the United States—one in every 13 adults—abuse alcohol or are alcoholic. In general, though, more men than women are alcohol dependent or have alcohol problems. Alcohol problems are highest among young adults ages 18-29 and lowest among adults ages 65 and older. We also know that people who start drinking at an early age—for example, at age 14 or younger—greatly increase the chance that they will develop alcohol problems at some point in their lives.

Alcohol abuse causes over 100,000 deaths each year. Long-term heavy drinking damages the liver, nervous system, heart and brain, causes high blood pressure, stomach prob-

lems, medication interactions, sexual problems, osteoporosis and cancer.

Signs of Alcoholism

Craving - A strong need, or urge, to drink

Loss of control - Not being able to stop drinking once drinking has begun

Physical dependence - Withdrawal symptoms, such as nausea, sweating, shakiness and anxiety after stopping drinking

Tolerance - The need to drink greater amounts of alcohol to get high

If you think you or a loved one has a problem, ask yourself these questions, as noted by NIAAA as potential signs that there is a problem:

Have you ever felt you should cut down on your drinking?

Have people annoyed you by criticizing your drinking?

Have you ever felt bad or guilty about your drinking?

Have you ever had a drink first thing in the morning to steady your nerves or to get rid of a hangover?

One yes answer suggests a possible alcohol problem. More than one yes answer means it is highly likely that a problem exists. If you think that you or someone you know might have an alcohol prob-



Kasandra Hayes, CEAP Counselor

lem, it is important to see a doctor or other health care provider right away. They can help you determine if a drinking problem exists and plan the best course of action.

For information and assistance, please don't hesitate to contact your CEAP office at (757) 443-1049 or CEAP.FISCN@navy.mil.

Kasandra L. Hayes, Principle Counselor

Stevedore reunion

FISC Norfolk Stevedores recently took some time out of their busy day to enjoy a reunion picnic. The occasion allowed them to enjoy a delicious barbecue lunch, and to catch up with retired stevedores who returned to their old stomping grounds to reminisce. The event, which was held at Pier 8, was attended by dozens of current and retired stevedores and their friends and families.





Farewell Capt. Carter

FISC Norfolk Commanding Officer Capt. Tim Ross congratulates then-XO Capt. Bob Carter after presenting him with the Meritorious Service Medal (gold star in lieu of third award). Capt. Carter was at FISC Norfolk since July, 2003, when he arrived as the Customer Operations Officer. He became Executive Officer in February, 2004. He is now at FISC Pearl Harbor, where he will become the new commanding officer. His change-of-command ceremony there will be held on April 28 at 2 p.m. We wish him all the best. Fair winds and following seas.

Bravo Zulu



FISC Norfolk Commanding Officer Capt. Tim Ross congratulates Cmdr. James Weiser after presenting him with the Meritorious Service Medal (gold star in lieu of second award). Cmdr. Weiser served as the Regional Supply Office Oceana Supply Officer from May 2003-April 2006.



Welcome aboard to SKC(SS) Dioni Lebron. He recently reported aboard the detachment at SUPSHIP Newport News. Chief Lebron previously served aboard USS Louisiana (SSBN 743)